

# Anaplan UK Gender Pay Gap Report

(2024)



## Foreword

We recognise that the current reporting regulation is that of a binary gender pay gap, looking exclusively at those who have identified themselves as male or female.

Anaplan fully supports our transgender and non-binary employees and although the current regulations do not make provisions for all gender identities, we acknowledge that we are working towards gender equity for all historically underrepresented groups.

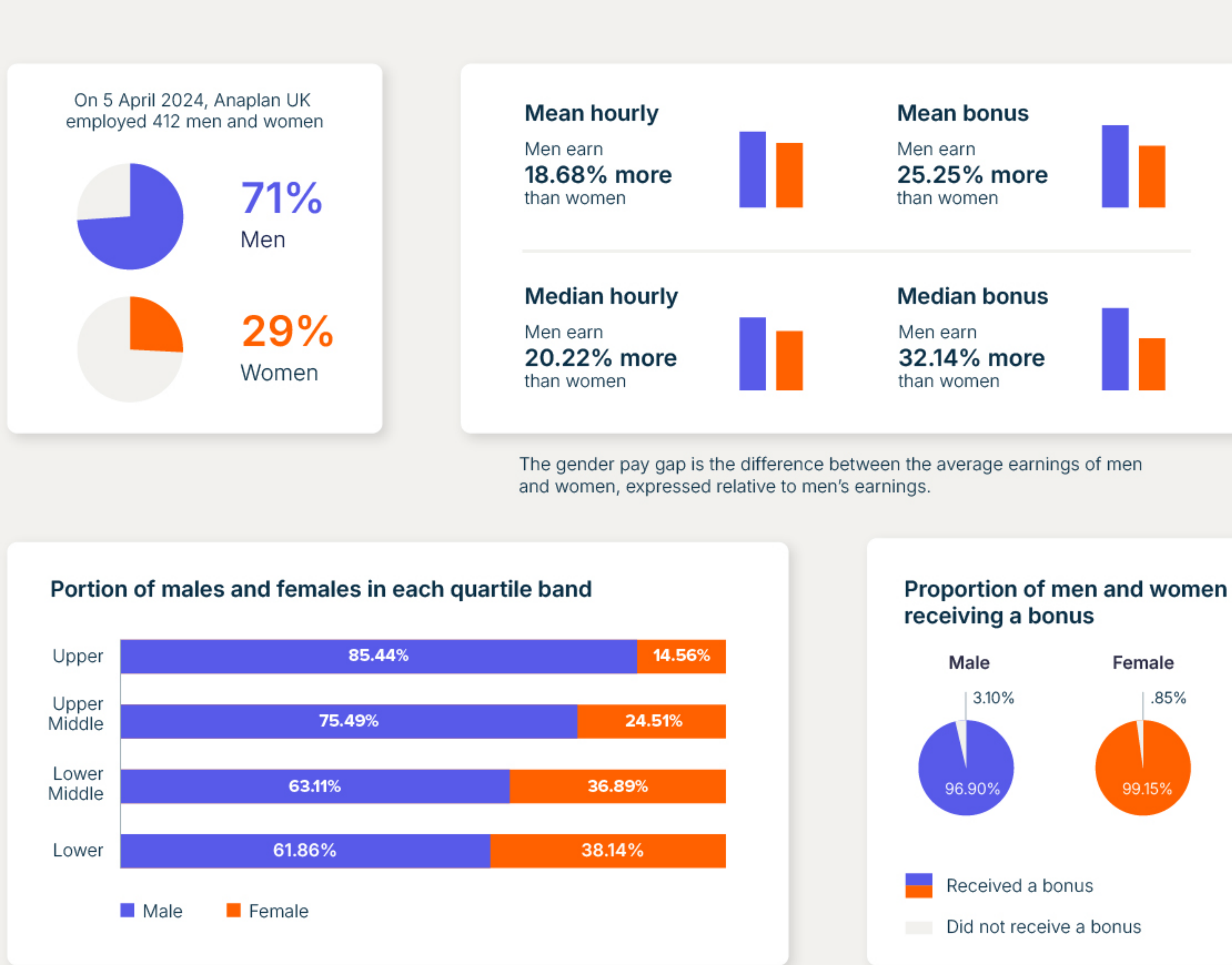


## The gender pay gap

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## Our results



While we have work to do on this front, Anaplan is making strides toward closing the pay gap between male and female as part of our commitment to gender equity.

Year	Median Hourly Gap	Mean Hourly Gap
2024	20.22%	18.68%
2023	22.31%	17.67%
2022	17.50%	19.80%
2021	16.80%	21.90%
2020	17.80%	14.30%

Our 2023 Gender Pay Report results shows a year-over-year reduction of 2.1% of our mean hourly rates with a gender pay gap of 17.67% for two consecutive years. We have seen a decrease of 2% in the proportion of female employees in the highest-earning quartile.

Our mean bonus gap between male and female is narrowing, decreasing by 22.9% in 2023 from 2022 to 35.32%. The decrease in gap is largely driven by historical stock grants paid out during the reporting cycle. Across our UK employees, the gender bonus gap is driven by those in higher quartiles receiving a higher bonus amount relevant to their scope of role and level within Anaplan.

Any new starters at the time when the data was captured would not have received a bonus payment, which is why the data shows a small percentage not receiving a bonus.

## Declaration

We confirm that the information and data provided in this report are accurate and in line with mandatory requirements.

Dayne Turbitt, SVP, Managing Director EMEA

Rhonda Holmes, Sr. Director, DE&I

Clare Wilkinson, VP, Software Engineering

## About Anaplan

Anaplan is a leading AI-driven scenario planning and analysis platform designed to optimize decision-making in today's complex business environment so that enterprises can outpace their competition and the market. By building connections and collaboration across organizational silos, our platform intelligently surfaces key insights — so businesses can make the right decisions, right now.

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